



# House of Representatives

General Assembly

**File No. 585**

*February Session, 2004*

House Resolution No. 22

*House of Representatives, April 15, 2004*

The House Committee on Appropriations reported through REP. DYSON of the 94th Dist., Chairperson of the Committee on the part of the House, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF AN ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE UNIVERSITY OF CONNECTICUT HEALTH CENTER AND THE UNIVERSITY HEALTH PROFESSIONALS.**

Resolved by this House:

- 1 That the addendum to the collective bargaining agreement between
- 2 The University of Connecticut Health Center and the University
- 3 Health Professionals (UHP), concerning University Postdoctoral
- 4 Fellows at The University of Connecticut Health Center, submitted to
- 5 this assembly March 25, 2004, for approval, as provided in subsection
- 6 (b) of section 5-278 of the general statutes, is approved.

**APP**      *House Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

### **OFA Fiscal Note**

#### **State Impact:**

<b>Fund-Type</b>	<b>Agency Affected</b>	<b>FY 04 \$</b>	<b>FY 05 \$</b>	<b>FY 06 \$</b>
All Funds - Cost	University of Connecticut Health Center	67,800	393,700	641,600
GF - Cost	University of Connecticut Health Center	3,100	11,800	22,700

Note: GF=General Fund

**Municipal Impact:** None

#### **Explanation**

This addendum to the original contract between the University of Connecticut Health Center and the University Health Professionals bargaining unit is submitted for approval. Passage of the resolution would include University Postdoctoral Fellows in the bargaining unit. The original contract expires on June 30, 2006. Costs shown above are for the 134.15 All Funds full-time equivalents, including 6.12 General Fund full-time equivalents covered by this addendum. The annualized FY 06 cost associated with the addendum is \$659,600 for All Funds, of which \$23,700 is for the General Fund. Cost details are attached.

The addendum provides \$500 lump sum payments to University Postdoctoral Fellows employed as of August 28, 2003 (who are still employed on the date of legislative approval). These payments shall be made within 30 days of legislative approval. Additional salary increases are as follows: (1) Effective July 9, 2004, the minimum annual full-time salary for a University Postdoctoral Fellow shall be increased to \$34,200, (2) Effective July 9, 2004 University Postdoctoral Fellows employed in that capacity since January 2, 2004, with a favorable evaluation will receive a 3% increase, or have their salary raised to \$34,200, whichever is greater; (3) Effective July 8, 2005, the minimum

annual full-time salary for a University Postdoctoral Fellow shall be increased to \$36,000, and (4) Effective July 8, 2005 University Postdoctoral Fellows employed in that capacity since December 31, 2004, with a favorable evaluation will receive a 3.25% increase, or have their salary raised to \$36,000, whichever is greater.

University Postdoctoral Fellows will also receive 30 leave days per year to cover vacation, holiday or personal time off. They will also receive 12 sick days per year. Unused leave or sick time cannot be carried forward into subsequent years. Postdoctoral fellows with two or more years of service at the University of Connecticut Health Center who transfer into another position within the bargaining unit shall be credited with 10 vacation days and 10 sick days at the time of transfer, in addition to applicable personal leave time. The cost of these two items is not known at this time.

Funding has not been specifically included in the current budget or in the Appropriations Committee budget (sHB 5033) to cover the costs of this addendum. The extent to which the University of Connecticut Health Center or the Reserve for Salary Adjustments Account will be able to absorb these costs is not known at this time.

**Detail of Cost Estimates  
All Funds**

<b>Addendum Items</b>	<b>FY 06</b>			
	<b>FY 04</b>	<b>FY 05</b>	<b>FY 06[1]</b>	<b>Annualized [1]</b>
1 <sup>st</sup> Year of Addendum (FY 04)	\$63,000			
2 <sup>nd</sup> Year of Addendum (FY 05)		\$365,700	\$396,200	\$396,200
3 <sup>rd</sup> Year of Addendum (FY 06)			\$199,800	\$216,500
<b>Subtotal - All Funds</b>	<b>\$63,000</b>	<b>\$365,700</b>	<b>\$596,000</b>	<b>\$612,700</b>
Social Security Cost	\$4,800	\$28,000	\$45,600	\$46,900
<b>Total Cost - All Funds</b>	<b>\$67,800</b>	<b>\$393,700</b>	<b>\$641,600</b>	<b>\$659,600</b>
 <b>Total Cost - General Fund</b>	 <b>\$3,100</b>	 <b>\$11,800</b>	 <b>\$22,700</b>	 <b>\$23,700</b>

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls. PA 03-1 of the June 2003 Special Session authorizes the development of the 2005-2007 state budget on a GAAP (Generally Accepted Accounting Principles) basis. This change will basically add one-tenth of a payroll to annual costs beginning in FY 06.

Note: These costs are based on total annual wages for University Postdoctoral Fellows of \$4,604,800.

**OFA Bill Analysis**

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THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE  
UNIVERSITY OF CONNECTICUT HEALTH CENTER AND THE  
UNIVERSITY HEALTH PROFESSIONALS.*****SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage

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**COMMITTEE ACTION**

Appropriations Committee

House Favorable Report

Yea 36      Nay 0